

**DEPARTMENT OF PERSONNEL ADMINISTRATION
SUMMARY OF THE COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING
UNIT 6 (BU 6)**

**Exclusive Employee Representative
California Correctional Peace Officers Association (CCPOA)**

Number of Employees: Approximately 28,124 full-time equivalents

I. Retirement

Benefit Formula Calculation

- Miscellaneous/Industrial Employees: Acknowledges Government Code section 21353 which provides that newly hired employees on or after January 15, 2011 will be subject to the 2% at 60 retirement formula.
- Peace Officer/Firefighter Employees (PO/FF): Acknowledges Government Code section 21363 which provides that newly hired employees on or after January 15, 2011 will be subject to the 2.5% at 55 retirement formula.
- Acknowledges Government Code section 20037.15 which provides that for newly hired BU 6 PO/FF members on or after January 15, 2011, retirement benefits will be based on the employees' highest consecutive 36-month salary (instead of single-highest year).

Employee Pension Contribution

- Effective with the pay period following legislative ratification, BU 6 PO/FF members shall have their pension contribution increased from 8% to 11% of monthly compensation over \$863.
- Effective with the pay period following legislative ratification, BU 6 Miscellaneous and Industrial members shall have their pension contribution increased from 5% to 8% of monthly compensation over \$513.

Elimination of PO/FF II Defined Contribution Plan

- Effective April 1, 2011, the State Peace Officers' and Firefighters' Defined Contribution Plan (PO/FF II) shall terminate. PO/FF II was established in 1998 and required the State to contribute 2% of BU 6 PO/FF employees' base pay toward a defined contribution retirement plan for the affected employees.

II. Compensation

Adjusted Pay Ranges

- Effective July 1, 2013 all BU 6 represented classifications, subject to the PO/FF retirement category, shall be adjusted by increasing the maximum step of the pay range by 4%. This only applies to BU 6 PO/FF members who reach the top step of the pay range for 12 qualifying pay periods.
- Effective July 1, 2013 all BU 6 represented classifications, subject to the Miscellaneous and Industrial retirement category, shall be adjusted by increasing the maximum step of the pay range by 3%. This only applies to BU 6 Miscellaneous and Industrial members who reach the top step of the pay range for 12 qualifying pay periods.

Personal Leave Program

- Effective the April 2011 pay period, the Personal Leave Program (PLP 2011) will apply to BU 6 employees. This program reduces pay by approximately 5%. The employer shall ensure that BU 6 employees schedule and use their PLP time before separation from employment. This program shall remain in effect for twelve months.
- The State will not implement a new furlough program for BU 6 employees during the term of the PLP (12 consecutive months).

III. Health Benefits

Employer Contribution

- Effective the pay period following ratification, the State's monthly contribution to the health insurance portion of the BU 6 employees' allowance will be set at a dollar amount that equals one-half the difference between the BU 6 employees' 2006 85/80 formula rate and 2011 80/80 formula rate¹ : \$377 for employee only, \$746 for employee plus one dependent, and \$968 for employee plus two or more dependents. The amounts shall be increased according to the dollar amount equivalent of the 80/80 formula on January 1, 2012 and January 1, 2013.

IV. Dental/Vision

Employer Contribution

- Effective the pay period following ratification, the State will pay CCPOA \$69.06 per month per BU 6 employee to provide dental benefits through the CCPOA Benefit Trust Fund.
- Effective the pay period following ratification, the State will pay \$8.64 per month per BU 6 employee to provide a vision benefit through the CCPOA Benefit Trust Fund.

V. Miscellaneous

- The State retains the flexibility to manage the dynamics of the ever-changing correctional system by maintaining its right to make changes when necessary while ensuring its legal obligation to bargain over the effects of such changes.
- The parties agreed that BU 6 employees accrue one hour less of vacation/annual leave for one pay period in July of each year to fund a Union Release Time Bank.
- BU 6 employees' use of leave credits shall not be considered as time worked for the purposes of overtime.
- The State and CCPOA agree to present to the Legislature as part of the legislation implementing this Memorandum of Understanding, a provision to appropriate funds to cover the economic term of this MOU through July 2, 2013.
- The State and CCPOA agree to delete Lincoln's Birthday and Columbus Day from the list of recognized holidays.

¹ Under this formula, the employer contribution for single-party coverage is 80 percent of that year's weighted average premium of the four plans with the highest employee enrollment (80 percent for dependent coverage).

- BU 6 Employees that work on a holiday shall no longer earn holiday credit. These employees shall receive two-times their hourly rate for working on a holiday. This change reduces the State's costs for holiday-relief positions.
- Personal Development Days (PDD): BU 6 employees will have two days of personal development leave per calendar year for activities that promote professional and/or personal growth. The State will provide four PDDs for 2011/2012 on January 1, 2012 to coincide with the employees' annual leave bidding process. On January 1, 2013, employees will receive another two PDDs for 2013. Employees must use the PDD days within the calendar year they are granted. The days cannot be accumulated or cashed-out.
- If another bargaining unit currently without a contract enters into an agreement that does not have pension reform and provides a greater value than that provided to BU 6, CCPOA may reopen related economic provisions of its MOU and meet and confer to discuss the similar or equivalent increases to be provided to CCPOA.
- To address the recruitment and retention problems at Pelican Bay State Prison (PBSP), High Desert State Prison (HDSP), and the California Correctional Center (CCC), effective July 1, 2011, the State will provide \$200 per month for each BU 6 employee who works at PBSP, HDSP and CCC. This program includes a \$6 million dollar cap. The program shall terminate when the expenditure cap is reached.

VI. Duration

- Ratification through July 2, 2013

VII. Fiscal

- FY 10/11 Savings: \$291.2 million (GF=\$290.9 million and OF = \$.29 million)
- Total Savings: \$233.2 million (GF = \$233.0 million and OF = \$.24 million)

VIII. Agreement

- The Tentative Agreement that outlines the new provisions between the State and CCPOA is posted at: <http://www.dpa.ca.gov/bargaining/contracts/index.htm>

Provisions of the 2001-2006 BU 6 MOU that are unmodified by the 2011-2013 Tentative Agreement will be continued in the 2011-2013 MOU. These unmodified provisions of the 2001-2006 BU 6 MOU are posted at:
<http://www.dpa.ca.gov/bargaining/contracts/index.htm#bu6>